

UNICEF TERMS OF REFERENCE- Temporary Appointment

Title	Sanitation & Hygiene Specialist
Purpose	To assist the Congo-Brazzaville UNICEF Country Office with the design, planning, and implementation of the sanitation programme
Level	P3 Level
Location	Brazzaville, Republic of Congo based with frequent travel to the field
Duration	364 days
Start Date	October 1 st 2015
Reporting to	Chief of the CSD Section

Context/ Justification

Congo is a middle income country with more than 70% of its gross domestic product coming from oil production. Despite its relatively good economic status, the country's social indicators are similar compared to many low income countries in the region.

The latest Demographic Health Survey (DHS) 2011-2012 shows an important improvement regarding mortality rate, poverty as well as access to basic social services. From 2005 to 2011, U5 mortality rate has dropped from 117 to 68, and poverty from 51% to 47%. But this national improvement hides deep geographical, socio-economical as well as cultural disparities and inequities.

Concerning WASH activities, the DHS shows an important disparity between rural and urban areas: 95% of the population in urban area has access to drinking water against only 41% in rural areas. 58.7% of the population in urban area has access to latrines in comparison to 11.7% in rural areas. The poor WASH coverage is one factor explaining frequent outbreaks of water and sanitation related diseases such as cholera and polio. Indeed, in 2010, a major polio epidemic killed 223 teenagers predominantly in Brazzaville and Pointe-Noire.

To ensure the well-being of its population, the Congolese Government has been implementing structural reforms. The Government's 2020 vision aims to allocate substantial resources to build social infrastructure, including water and sanitation facilities, with a particular focus in rural areas. With the launch of the programme "**Water for All**", the Government committed to provide potable drinking water to more than 2,000 villages by building more than 4,000 wells in 9 Departments (Pool, Kouilou, Bouenza Lekoumou, Plateaux, Cuvette, Cuvette Ouest, Sangha and Likouala). This programme, with an estimated cost of \$400million USD-programme, is exclusively funded by the Government and implemented by a private sector firm, ASPREBAS.

Over the years, UNICEF has supported the Government to develop WASH key policies and initiate/ create a Directorate General for Sanitation in the Ministry of Energy and Hydraulics. In 2014, the Government showed its leadership and motivation to scale-up community-led total sanitation (CLTS) activities in three Departments by providing funding to UNICEF for a pilot project. Based on this initial experience, UNICEF has been asked by the Government to provide assistance to develop a model of programming for the implementation of hygiene, sanitation, and management systems in the same villages targeted by the programme "Water for All". This complementary approach will allow the villages to become **Healthy Villages**, or in French "*Villages Assainis*" with sustainable access to water, sanitation, and improved hygiene practices.

Following this request from the Government of Congo to support this important initiative, UNICEF has agreed to provide technical expertise in three key areas:

- 1) WASH sector capacity building at national and decentralized levels, with particular focus on sanitation
- 2) WASH interventions as “prototypes” to demonstrate good programming models of “Village Assaini” that can be scaled-up with government support, and
- 3) Launch of real time information management systems to monitor progress on increasing basic access to and sustained functionality of WASH services at community-level.

Objectives / Target

Under the guidance of the Chief of CSD Section, the consultant will be responsible for two key areas:

- 1) Assess and build capacity of the sanitation sector enabling environment; and
- 2) Provide technical assistance and facilitation for a consultative process led by government for the development of a rural hygiene & sanitation model that is appropriate for the Congo context.

Major Duties and Responsibilities

1. Review and assess existing rural and peri-urban Sanitation initiatives in Congo supported by UNICEF and other sector actors (BAD, Croix Rouge Française, Maza na Bouala, etc.).
2. Prepare and support a WASH Bottleneck analysis for sanitation sector. Assist government to develop an action plan to integrate recommendations. Support the government to coordinate and monitor the uptake of recommendations.
3. Prepare an advocacy document on the sanitation situation and needs in Congo using evidence base (e.g. MICS, DHS, JMP) and equity analysis (e.g. MODA).
4. Organise and lead study visit to at least one west and/or central African Country that has scaled up sanitation approaches (e.g. Benin, Togo, DRC).
5. Facilitate a process with government and key stakeholders to develop a programme model for a community-based approach (e.g. “village assaini”) to delivery sanitation and hygiene promotion and behaviour change for rural communities with and without existing water points.
6. Based on selected model, develop an investment case for rural sanitation in Congo to meet national priorities/ targets in alignment with Sustainable Development Goals.
7. Build capacity of partners in community approaches to total sanitation (CATS) and other similar participatory approaches to deliver sanitation and hygiene interventions (PHAST, CLTS).
8. Promote knowledge management by exchange of knowledge, information, situation analysis, experience or lessons learned; promote knowledge sharing and technical input or recommendations on major programme directions and on introduction of new initiatives in the country. Ensure the effective communication and networking developed and maintained through partnership, collaboration, and documentation.

9. Ensure coherence, synergy and added value to programme management processes using a results-based management approach to planning and design, implementation, monitoring and evaluation.

Expected Results

- Improved understanding of the existing sanitation sector enabling environment and initiatives in Congo
- Development of a programmatic model for delivering context appropriate sanitation and hygiene interventions for rural Congo
- Preparation of an investment case for scaling up rural sanitation in Congo using the programmatic model to engage in political dialogue with the government
- Improved capacity of local actors to deliver sanitation & hygiene interventions at scale

Qualification/Specialized knowledge and Experience

Qualifications

- **Education.** Advanced university degree (minimum Master's degree level) in one of the disciplines relevant to the following areas: Public Health, Sanitation Engineering, or a field relevant to international S&H related development assistance. Additional training in Health Education or Communication for Development (Programme Communication), an asset.
- **Experience.** At least five years of progressively responsible professional work experience in the UN and/or other international development organization, national government or the private sector. Proven ability to manage large programmes including staffing and budgets, with clear results.

Specialized knowledge

- Current knowledge of WASH development issues, policies, as well as social programme strategies, procedures in international development cooperation in the WASH sector and/or experience with Community Approaches to Total Sanitation (CATS).
- Expert in technical leadership and knowledge of theories, principles and methods in the combination of selective fields such as: (1) Community-based approaches to sanitation; (2) Innovative approaches to sanitation and hygiene; (3) social or sanitation marketing; (4) communication for behavior change; (5) WASH in schools; (6) monitoring and evaluation; and (7) appropriate S&H technologies.
- Excellent communication (written and verbal) skills in French/ English
- Computer literacy and proficiency in the use of computers: presentation, word processing, spread sheets, graphics, internet, etc. is a must.